



CSM/SGM SELECTION BOARD BRIEFING



**14J - Air Defense Cmd,
Ctrl, Comm, Computers
and Intel (ADC4I) Tactical
Op Center Enhanced
Operator/Maint**



**14F - Patriot
Launching
Station Enhanced
Operator/Maintainer**



**14E - Patriot Fire
Control Enhanced
Operator/Maintaine
r**



**14S - Avenger
Crewmember**

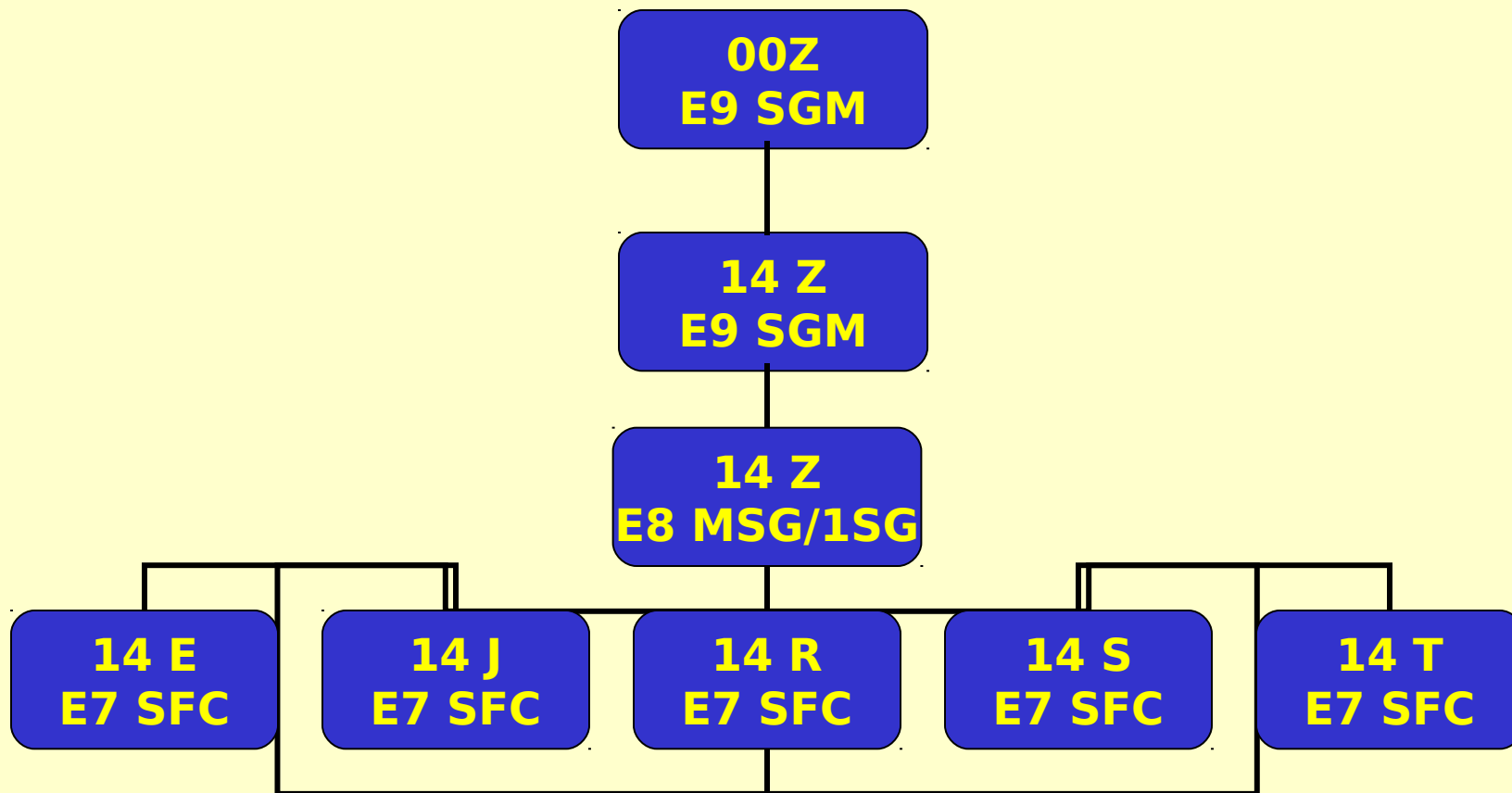


**14R - Bradley
Linebacker
Crewmember**

CMF 14 PROPONENT INFORMATION PACKET



CMF 14 CAREER PATTERN





CMF 14



AIR DEFENSE ARTILLERY MISSION

Army Air and Missile Defense forces, together with joint forces, will dominate, control, and exploit the third dimension of the joint battle space to win across the spectrum of operations.

14E PATRIOT FIRE CONTROL ENHANCED OPERATOR/MAINTAINER

Supervises Fire Control Platoon emplacement, march order and organizational level maintenance. Provides technical training and guidance to subordinates personnel. Monitors equipment readiness, coordinates maintenance/logistical support activities, fragmentation orders, operations plans and standing operating procedures.

14J AIR DEFENSE COMMAND, CONTROL, COMMUNICATION, COMPUTERS, AND INTELLIGENCE (ADC4I), TACTICAL OPERATIONS CENTER ENHANCED OPERATOR /MAINTAINER

Supervises/monitors organizational level maintenance on the ADC4I, Echelons above Division (EAD), Divisional and Sentinel systems. Performs operations and intelligence duties at battalion and higher. Directs, instructs and evaluates tactical operating procedures. Supervises and monitors installation of the Joint Tactical Air and Ground Station (JTGS).

14R BRADLEY LINEBACKER CREWMEMBER

Supervises platoon operations, tactical employment, positioning of weapons systems and battle management operations. Supervises subordinate soldiers and provides technical guidance to the soldiers in the accomplishment of their duties. Supervises and coordinates platoon maintenance activities and logistical support. Prepares operations plans and standing operating procedures.

14S AVENGER CREWMEMBER

Supervises platoon operations, tactical employment, positioning of weapons systems and battle management operations. Supervises and coordinates platoon maintenance activities and logistical support. Performs and supervises ADA operations and intelligence duties.

14T PATRIOT LAUNCHING STATION ENHANCED OPERATOR/MAINTAINER

Supervises, trains, evaluates and certifies PATRIOT Launching Station emplacement and march order crews in Air Defense table training crew drills at unit/battalion level. Supervises organizational maintenance. Directs, instructs and evaluates tactical operating procedures and intelligence functions



MOS 14Z DESCRIPTION



The ADA Senior Sergeant supervises, plans, coordinates, and directs the emplacement, operation, unit level maintenance and management of air defense artillery weapon systems in support of ADA units at all levels. ASIs include P5-Master Fitness Trainer, 2S-Battle Staff Operations, and 4A-Reclassification Training.



LEADERSHIP/HIGH RISK JOB OPPORTUNITIES



CMF 14 PROPONENT CHALLENGING/ HIGH RISK ASSIGNMENTS

- **ADA Senior Sergeant**
- **Deputy Commandant/1SG NCOA**
- **Senior Career Advisor OCADA**
- **Senior Career Advisor EPMD**
- **Branch Chief Instructor NCOA**
- **ADA/System Master Evaluator**

ARMY-WIDE CHALLENGING/ HIGH RISK ASSIGNMENTS

- **Operations Sergeant (SGM)**
- **1SG/Operations/Intelligence Sergeant**
- **AC/RC Advisor**
- **Senior ROTC Instructor**
- **Assistant Inspector General**
- **Equal Opportunity Advisor**

QUICK REFERENCE

ASI SQI	2B, 2H, 2S, 5M, 5W, P5, T3
TDA TOE	B, M, O, P, Q, 2, 8 80 of 233 (34%)
First Sergeant	153 of 233 (66%)
Intelligence/Operations Sergeant	125 of 233 (53.6%)
Senior Military Science Instructor/Senior Instructor/Writer	45 of 233 (19.3%)
ADA/System Master Evaluator	19 of 233 (8.2%)
Senior Observer/Controller/Trainer	18 of 233 (7.7%)
Assistant Commandant/Branch Chief	5 of 233 (2%)
Chief Training Developer/Writer	4 of 233 (1.7%)
QAO NCO	4 of 233 (1.7%)
Senior Career Advisor/Proponent NCO	3 of 233 (1.3%)
ADA Senior NCO	3 of 233 (1.3%)
Equal Opportunity Advisor	2 of 233 (1%)
Senior/Assistant Inspector General NCO	2 of 233 (1%)
	1 of 233 (.5%)



EDUCATION



MILITARY EDUCATION

NCOES

- ANCOC
- BNCOC
- PLDC

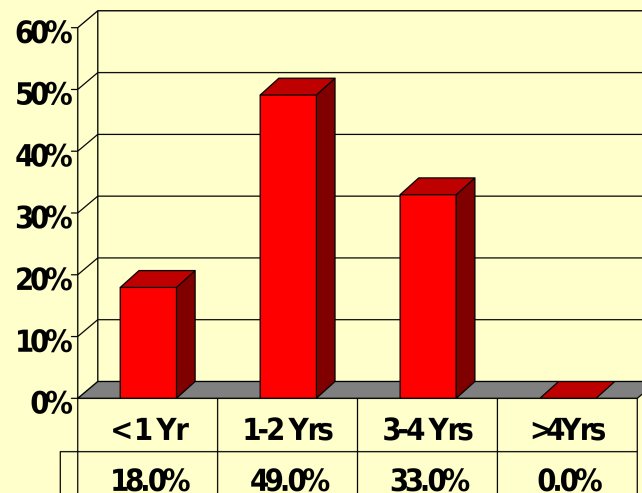
FUNCTIONAL COURSES

- FIRST SERGEANT
- BATTLE STAFF
- RECRUITER
- DRILL SERGEANT
- ASSISTANT IG
- EQUAL OPPORTUNITY
ADVISOR

MOS ENHANCING COURSES

- MASTER GUNNER
- SLEW TO CUE

CIVILIAN EDUCATION



Percentages are based on all
MOS 14Z MSGs considered for
promotion during the CY 04
CSM/SGM Selection Board



UNIQUE MOS CHARACTERISTICS



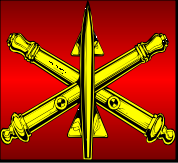
TOE VS. TDA ASSIGNMENTS

MSGs serving in CMF 14 may have a significant amount of time in TDA units. Currently, 34% of MSG positions are in TDA units; 66% of MSG positions are in TOE units.

SPECIAL DUTY ASSIGNMENTS

- **Senior Career Advisor OCADA/EPMD**
- **Assistant Inspector General**
- **ROTC Senior Military Science Instructor**
- **Research and Development NCO Operational Test Command**

MOS 14Z	DRILL SGT AUTHORIZATION S	RECRUITER AUTHORIZATION S	INSTRUCTOR AUTHORIZATION S
MSG	N/A	N/A	19 (8.2%)



SPECIAL MOS CONSIDERATIONS



- **Combat operations in support of the Global War on Terrorism**
- **Frequent rotations to Southwest Asia and the Balkans.**
- **Frequent field deployment to support combined arms training.**
- **Frequent deployments to support Stability and Support Operations (SASOs).**
- **Frequent field training exercises in support of divisional units.**
- **On-call peacekeeping missions worldwide.**
- **NCOs assigned as instructors at military institutions, academies, and combat training centers.**









CMF 14 CAREER PATTERN



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM SGM (14Z)	SL5 FIRST SERGEANT SENIOR CAREER ADVISOR OPERATIONS/INTELLIGENCE SERGEANT SENIOR MILITARY SCIENCE INSTRUCTOR ADA MASTER EVALUATOR EO ADVISOR/ASSISTANT IG
1SG COURSE	15 YEARS	1SG MSG	SL4 DETACHMENT SERGEANT/PLATOON SERGEANT CAREER/ASSIGNMENT MANAGER OBSERVER CONTROLLER/MASTER GUNNER MILITARY SCIENCE INSTRUCTOR/TAC NCO SENIOR DRILL SERGEANT SR INSTRUCTOR/TRAINING DEVELOPER/WRITER EO ADVISOR/ASSISTANT IG
BATTLE STAFF COURSE			
ANCOC	10 YEARS	SFC	SL3 SECTION SERGEANT RECRUITER MASTER GUNNER DRILL SERGEANT SQUAD LEADER INSTRUCTOR/TRAINING DEVELOPER/WRITER
BNCOC	5 YEARS	SSG	SL2 SQUAD LEADER TEAM LEADER
PLDC		SGT SPC PFC PV2 PVT	SL1 TEAM CHIEF GUNNER CREW MEMBER
IET	0 YEARS		

Rank						
Average Time in Service	1-2	3-6	7-9	10-14	15-17	18-30
Recommended Leadership Time		18-24 months	12-18 months	18-24 months	18-36 months	
Operational Domain	Team Chief	Squad Leader	Section Chief	Platoon Sergeant	First Sergeant	Command Sergeant Major
Professional Military Education	IET	PLDC	BNCOC	ANCOC	1SG Course	USASMA
Functional Training	<div>Recruiting School</div> <div>Drill Sergeant School</div> <div>Air Assault/Airborne School</div>		<div>Assistant IG/EO Advisor</div> <div>Master Gunner Course</div> <div>Battle Staff Course</div>		<div>CSM Course</div>	
Self Development	Correspondence CLEP/DANTES ACCP/eArmyU College/SOCAD	Correspondence CLEP/DANTES ACCP/eArmyU College/SOCAD	Correspondence CLEP/DANTES ACCP/eArmyU College/SOCAD	Correspondence CLEP/DANTES ACCP/eArmyU College/SOCAD	Correspondence CLEP/DANTES ACCP/eArmyU AA Degree	Correspondence CLEP/DANTES ACCP/eArmyU BA Degree
Special Assignments	<div>SMDC</div> <div>JTAGS</div> <div>JLENS</div> <div>ADAM</div>	Drill Sergeant	<div>USMA TAC NCO/Instructor</div> <div>ASST IG/EO Advisor/QAO NCO</div> <div>COA/AIT Instructor</div> <div>Recruiter</div>	<div>USMA TAC NCO/Instructor</div> <div>ASST IG/EO Advisor/QAO NCO</div> <div>Career/Assignment Manager</div> <div>Operations/Intelligence Sergeant</div> <div>ROTC Mil Science Instructor</div> <div>AC/RC Advisor/CTC OC</div>	USASMA Faculty Advisor	
Promotion Zones	PV2 - 6 mos PFC - 12 mos SPC - 24 mos	PZ - 36 mos SZ - 18 mos	PZ - 84 mos SZ - 48 mos	PZ-SZ DA Announced Zones of Consideration	PZ-SZ DA Announced Zones of Consideration	PZ-SZ DA Announced Zones of Consideration
Retention Control Points	<u>PVT-PFC</u> 3 Yrs TIS <u>SPC/CPL</u> 10 Yrs TIS <u>SPC(P)/CPL(P)</u> 15 Yrs TIS	<u>SGT</u> 15 Yrs TIS <u>SGT(P)</u> 20 Yrs TIS	<u>SSG</u> 20 Yrs TIS <u>SSG(P)</u> 24 Yrs TIS	<u>SFC</u> 24 Yrs TIS <u>SFC(P)</u> 26 Yrs TIS	<u>MSG/1SG</u> 26 Yrs TIS <u>MSG(P)/1SG(P)</u> 30 Yrs TIS	<u>SGM/CSM</u> 30 Yrs TIS
Remarks	-Key leadership or operational assignments are essential elements of professional development and should be completed prior to consideration for special duty assignments. -TDA assignments should be limited to a length of 36 months. -Special duty assignments are very competitive in the ADA branch and consideration is reflective of operational assignment performance.					



RECOGNITION OR AWARDS



CMF 14

- **ADA NCO of the Year**
- **NCOES Distinguished Graduate, Honor Graduate or Commandant's List**
- **Drill Sergeant of the Year**
- **Honorary Order of Saint Barbara**

ARMY-WIDE

- **Audie Murphy**
- **SGT Morales**
- **NCO of the Year (Battalion or above)**



PROMOTION POTENTIAL INDICATORS



The following indicators should be considered when evaluating promotion potential for CMF 14 NCOs to the grade of CSM/SGM:

- Strong NCOERs reflecting outstanding duty performance and potential in a variety of assignments.**
- Exceeded NCOES course standards (Distinguished Honor Graduate, Leadership Award, Iron Person Award, Commandant's List).**
- Maintains high physical fitness standards and consistent compliance with height and weight standards.**
- Consistently seeks continuous learning opportunities through military courses and civilian educational opportunities.**
- Demonstrates ethical standards of conduct and adherence to Army values**



ACRONYMS



- **AC/RC** **Active Component/Reserve**
Component
- **ADC4I** **Air Defense Command, Control,**
Communication, **Computers and Intelligence**
- **EAD** **Echelons Above Division**
- **EPMD** **Enlisted Personnel Management**
Directorate
- **HRC** **Human Resource Command**
- **JTAGS** **Joint Tactical Ground Station**
- **NCOES** **Noncommissioned Officers Education System**
- **OC** **Observer Controller**
- **OCADA** **Office, Chief of Air Defense Artillery**
- **TAC NCO** **Tactical Noncommissioned Officer**